

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

VIA ZOOM

MARCH 6, 2023

8:30 a.m. The meeting convened with Councillor Baldwin-Sands, Chair, presiding.

ATTENDANCE

Members

Councillor L. Baldwin-Sands, City of St. Thomas
Councillor J. Couckuyt, County of Elgin
Councillor G. Jones, County of Elgin
Councillor T. McCaulley, City of St. Thomas
Dr. K. Scott, Family Physician
A. DeVries, St. Thomas Elgin Home Builders Association
S. Nolan, St. Thomas Elgin General Hospital

Officials

Sandra Datars Bere, City Manager, City of St. Thomas
Julie Gonyou, C.A.O., County of Elgin
Cheryl Fish, Health Recruiter
Taylor Mooney, Strategic Initiatives Manager, City of St. Thomas
Matt Smale, Corporate Administrative Clerk, City of St. Thomas

Guests

Barbara Bailey, NRPAO
Chantal Sorhaindo, NRPAO

Regrets

Dr. C. Egbujuo, Family Physician

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Councillor Jones - Couckuyt:

THAT: The minutes of the February 13, 2023 meeting be confirmed.

Carried.

PRESENTATIONS

Nurse Practitioners Association of Ontario - Appendix "A"

Barbara Bailey and Chantal Sorhaindo, Nurse Practitioners Association of Ontario made a powerpoint presentation on the role of nurse practitioners and their contributions to family medicine.

The members inquired about the potential practice models for nurse practitioners.

Ms. Sorhaindo advised that nurse practitioners may work under the umbrella of a physician or as independent practitioners following a particular scope of practice and that nurse practitioners were not able to officially roster their own patients.

The members inquired about the process and potential for a nurse practitioner led clinic to be established in the area.

Ms. Bailey advised that no provincial funding is available to establish new health teams and that the process to submit an application for a new clinic is available on the Nurse Practitioners Association of Ontario website.

The members inquired about billing models for nurse practitioners.

CONFIRMED _____ CHAIR

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 2

Ms. Sorhaindo advised that nurse practitioners working in a physician-led clinic bill OHIP through the physician following the fee schedule set by the Province with the nurse practitioner being paid a salary by the medical office. In a fee for service model, a nurse practitioner bills the patient directly for services rendered.

Dr. Scott inquired whether there was a roster of nurse practitioners available to provide locum coverage.

Ms. Sorhaindo advised that job postings including locum and placement opportunities could be posted on the NRPAO website.

Ms. Fish agreed to send a letter of thanks on behalf of the members to Ms. Bailey and Ms. Sorhaindo for their presentation.

NEW BUSINESS

Activity Report and Recruitment Projects - Health Recruiter - Appendix "B"

Ms. Fish provided an overview of activities and recruitment projects for February 2023.

The members discussed space that may be available at the Elmdale Health Centre and a review currently being conducted by the Municipality of Dutton/Dunwich regarding sustainable health care.

Councillor Couckuyt inquired whether there were statistics showing how many physician incentives had been granted and where those physicians practised.

The City Manager advised that these statistics could be provided at a future meeting.

The members discussed the potential for exit interviews with departing physicians.

Feedback from Physicians Involved in the Health Recruitment Program - Appendix "C"

The members discussed recommendations contained in the feedback report from local physicians.

The members discussed the potential to expand eligibility criteria for the scholarship program and recruitment incentives including the decrease of restrictions on how incentive funds could be spent.

The members discussed the mandate of the Committee relating to recruitment of family physicians and the types of incentives that municipalities were permitted to offer individuals or businesses.

The members agreed that this item would remain on the agenda as unfinished business.

UNFINISHED BUSINESS

Physician Recruitment and "Wait List" Website Costs

Dr. Scott advised that financial assistance was not available from the Elgin Ontario Health Team at this time.

The members agreed that this item would remain as unfinished business.

CLOSED SESSION

Motion by Councillor McCaulley - Dr. Scott:

THAT: This meeting be closed to discuss a labour relations matter and a personal matter about an identifiable individual at 9:58 a.m.

Carried

CONFIRMED _____ CHAIR

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 3

OPEN SESSION

Motion by Councillor McCaulley - S. Nolan:

THAT: We do now rise from closed session at 10:05 a.m.

Carried.

Recruitment Committee

Motion by A. DeVries - Councillor Couckuyt:

THAT: Councillor Baldwin-Sands, Councillor Jones, Dr. Scott and Councillor McCaulley be appointed to the Recruitment Committee for a Health Recruiter.

Carried.

NEXT MEETING

The next meeting is scheduled for April 3, 2023.

ADJOURNMENT

10:09 a.m. The meeting adjourned.



**NURSE
PRACTITIONERS'
ASSOCIATION OF
ONTARIO**

NURSE PRACTITIONERS CONTRIBUTIONS TO FAMILY MEDICINE

March 6, 2023

**Chantal Sorhaindo NP
Barbara Bailey NP**

www.npao.org

Nurse Practitioners (NPs)
Not all nurses are the same

Nurse Practitioners: “Yes...we do that!”

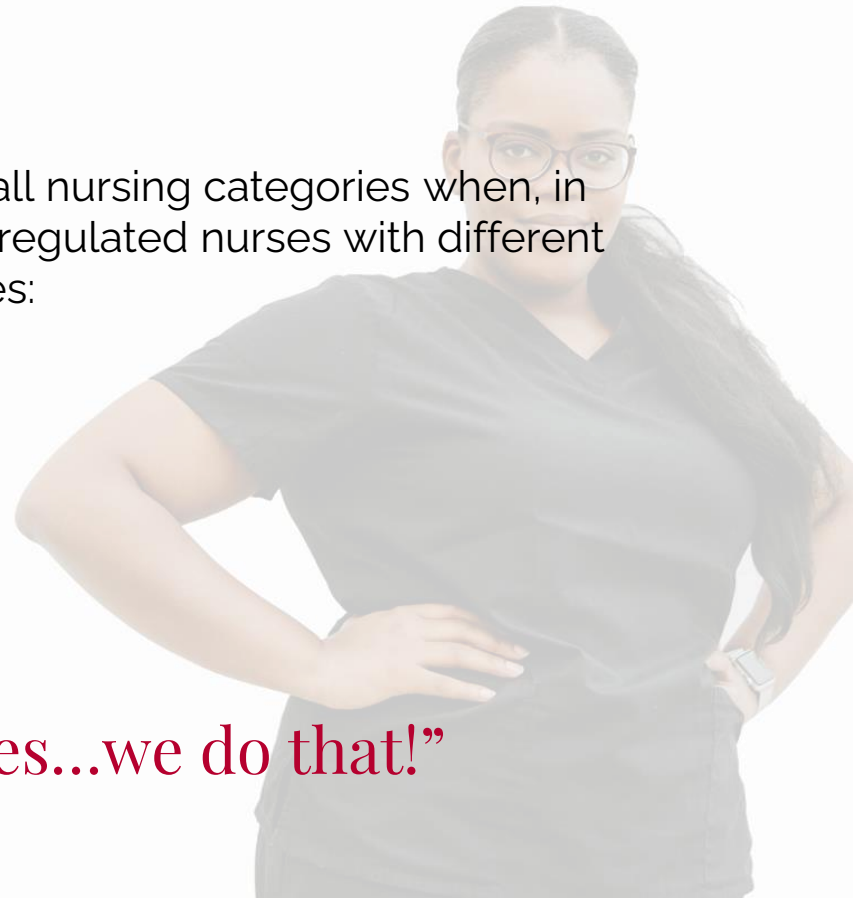


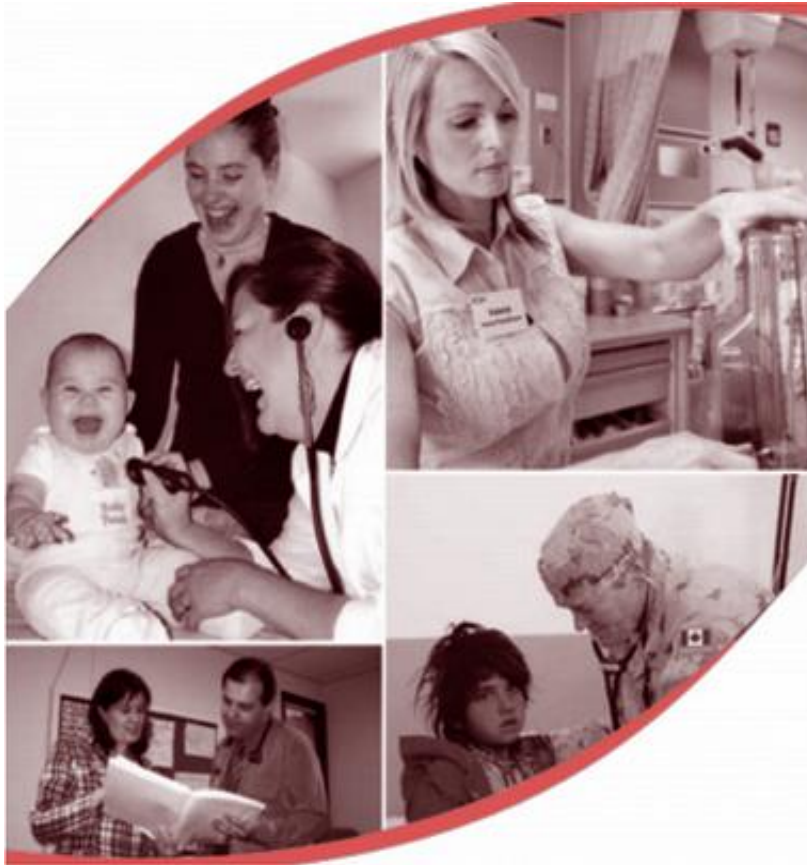
The world of healthcare is in a constant state of change. Its structure is complex with many different parts. As well, understanding the different roles of the many different health care providers can be mind-boggling.

We use the term 'nurses' to describe all nursing categories when, in reality, Ontario has three categories of regulated nurses with different capabilities:

- **Nurse Practitioners (NPs)**
- Registered Nurses (RNs)
- Registered Practical Nurses (RPNs)

Nurse Practitioners: “Yes...we do that!”





What is a Nurse Practitioner?

- Registered Nurse in the Extended Class with the College of Nurses of Ontario (CNO)
- Holds a Master's degree & has a minimum of 2 yrs of full-time nursing experience

Nurse Practitioners:

- Provide a full range of healthcare services
- Work independently & in partnership with physicians, nurses, & other healthcare professionals



NPs present a unique promise to the health care system & the quality of patient care in inspiring & impactful ways as:

- Clinicians
- Leaders
- Educators
- Researchers

Nurse Practitioners: “Yes...we do that!”





Nurse Practitioners work in:

- Hospitals
- Nurse Practitioner Led Clinics
- Community Health Teams
- Family Health Teams
- Long Term Care
- Correction Facilities
- Mental Health & Addiction Centers
- Virtual Care
- Walk-in Clinics



Nurse Practitioners: “Yes...we do that!”

Nurse Practitioners:

- Improve access to health care
- Reduce wait times
- Alleviate pressures on health care system
- Diagnose medical conditions
- Develop treatment plans
- Refer to specialists
- Prescribe medications, including controlled substances
- Provide comprehensive assessments
- Focused on patient-centered care
- Facilitate health care navigation
- Admit to & discharge from hospital

A photograph of a male nurse practitioner with a beard and glasses, wearing a light blue button-down shirt with a stethoscope around his neck. He is smiling and has his arms crossed. The image is semi-transparent and serves as a background for the bottom portion of the slide.

Nurse Practitioners: “Yes...we do that!”

DID YOU KNOW?

Nurse Practitioners can
prescribe, diagnose, assess,
refer, order tests and
develop treatment plans for
patients

Nurse Practitioners: “Yes...we do that!”





Nurse Practitioner-led Clinics (NPLCs)

- NPLCs are an innovative model for the delivery of comprehensive primary health care in Ontario and Canada.
- The model is designed to improve access to care for the thousands of individuals and families who do not currently have a primary healthcare provider.
- There are currently 25 NPLCs in Ontario, funded by MOH.

NPLC Proposals

- **There are currently no opportunities or requests for proposals for new NPLCs.**
- \$30 million “Your Health” *may* include NPLCs as a team-based models of care.
- NPAO continues to advocate for new models of funding.
- To ensure that NPLCs stay on the Government's radar as they develop the details around this funding and to raise awareness of communities ready and able to establish an NPLC, NPAO encourages you to submit a brief proposal with the details surrounding your Community/Region.
- We have no information from the Government of if a proposal process will be implemented or if they will be accepting proposals at all.
- This is more of a proactive initiative to display the demand for NPLCs and the communities interested.



**Thank you
Questions?**

St. Thomas-Elgin Recruitment Committee

Update Report

February 2023

Activities:

- 1) I sent Dr. Toth a letter thanking him on behalf of the Health Recruitment Committee and the Aylmer community for his many years of dedication and service to Elgin County. I also wished him all the best for a long, healthy and happy retirement. With his approval I contacted the Aylmer Express to take pictures and do an article as a tribute to his years of service to the community. His last practice day is Tuesday February 28th 2023. Please join me in wishing Dr. Toth all the best with his next transition in life.

- 2) I'm pleased to advise that Sandra and I will be meeting with Cindy Bratt the Executive Director for the East Elgin Family Health Team (EEFHT) on March 14th. The purpose of this meeting is to review the 4 incentive funds that EEFHT have received over the last several years and discuss what their plans are for physician recruitment in the future and what support they are looking to receive.

- 3) Dr. Haruta is once again pleased to offer his space of 5,000 sq. ft. at the Elmdale Medical Center to accommodate the startup of a new FHO providing the new grads or physicians looking to relocate with the criteria they are looking for to start a new practice. In an effort to make this known he will be hosting a "Wine & Cheese" meet and greet on Saturday March 18th at 12:00 noon. Invitations have been sent out to 2nd year Residents from Western and McMaster including any physicians that I have been working with over the last year that have expressed an interest in joining a new FHO. Hold the date requests have been sent to the Health Recruitment Partnership Committee members and invitations will follow. Several resources have also been invited such as existing physicians, representatives from the Small Business enterprise center & representatives from the building ie Pharmacist, Lab and Physiotherapist. This event will provide interested Physicians with an opportunity to tour the building and network with those attending to build support as they consider starting their new practice. This will be a wonderful opportunity for physicians who are looking to work as a team to be able to build their own FHO of 6-8 physicians.

- 4) Barbara Bailey President of the Nurse Practitioners Association of Ontario and her Team will be providing a zoom presentation to our committee members on Monday March 6th. This educational session will provide the committee with a better understanding of the role of an NP and the value they add to patient care and what they can provide to our community. Please prepare your questions as Barb and her team will be happy to answer at the end of their presentation.

- 5) In the month of February I have reach out to 6 Residents doing placements at the ST. Thomas Elgin General Hospital to set up telephone calls to review with them what practice models they are interested in and what opportunities exist now and in the future.

- 6) The Dutton Municipality is moving along with the plans to have a 3rd party investigate and propose the best most sustainable way for the community to continue to have access to quality health care. Preliminary insights and recommendations have been received by the Municipality and the next steps of exploration meetings of stakeholders will be arranged.

- 7) An introduction and tour of the East Elgin Family Health Team was provided to a Resident and his wife. He will be graduating this June. We are awaiting this Residents feedback on what he would like to see as the next steps in his decision making process.

- 8) I have been approached by a local physician who would like to learn more about how he can sponsor a physician from the U.K. Ontario Health has a new Immigration advisor, Marian Malu. An educational session for Recruiter's has been arranged for Feb. 28th and our local physician will be joining us for this session. We are hoping that this physician can meet the requirements to sponsor Internationally Trained Physicians as this will open up a great opportunity to attract additional family physicians to our community.

- 9) In follow up from our last meeting I have begun to prepare a power point presentation for orientation of new committee members to the Health Recruitment partnership. I will reach out to our new members in March and arrange to meet with them to share our history, mandate, successes and challenges over the years.

Submitted by: Cheryl Fish, Health Recruiter

March 6, 2023

Report to: Committee Members

Health Recruitment Partnership, Elgin St. Thomas

Subject: Feedback received from Physicians involved in the HRP Recruitment Program

In the latter part of 2022, Councillor Baldwin-Sands, Chair of the HRP, accompanied by Health Recruiter Cheryl Fish, Elgin County CAO Julie Gonyou and City Manager Sandra Datars Bere met with Dr. Meghan Robinson and Dr. Colin Bolzon. Both Dr. Robinson and Dr. Bolzon received incentive grants from the HRP Program in recent years and asked to meet to provide feedback on the program and their experiences.

The discussions were valuable and the information shared of benefit to understanding the positive impact of the program as well as opportunities for program improvement. An overview of the comments and suggestions made during the discussions is included in the attached document. These comments and suggestions have been reviewed and preliminary thoughts/ responses provided for each.

Committee members are asked to review this information for discussion during the committee meeting.

Respectfully submitted on behalf of Councillor Baldwin-Sands, Ms. Fish and Ms. Gonyou,



Sandra Datars Bere
City Manager
City of St. Thomas

Overview of Suggestions/ Recommendations received from two physicians involved in the HRP initiative

Subject Area	Suggestions	Feedback and Analysis
<p>Support of local Physicians for recruitment</p>	<p>Encourage greater number of new Elgin Physicians to become preceptors and take Residents</p>	<p>Added preceptor info to Elgin Orientation agenda, Initiated follow up with new physician within one year of recruitment & will suggest at that time they become a preceptor. Arranged with Dr. Black to refer physicians wishing to become preceptors to him for contact and follow up.</p>
	<p>Develop a formal method of notifying Recruiter when a physician is hosting a Resident or Student.</p> <p>Educate existing Physicians on the IMG trained physicians program along with Immigration and Licensing requirements which might assist with more participation in the program.</p>	<p>Still looking for input.</p> <p>A new IMG Immigration program advisor hired by Ontario Health. Education sessions requested by new advisor Marian Malu. Individual session available for physicians expressing an interest in sponsoring an IMG. Dr. Ajogwu participate in session on Feb. 28th. Requested Leads of FHO's & FHT's offer this educational session at their team meetings. Educational session provided to Executive Director Cindy Bratt at EEFHT.</p>
<p>Support of the local Medical association to new/ recruited physicians</p>	<p>Pass along the suggestion to the St. Thomas-Elgin Medical Association to consider expanding their mandate from social to include more of an advocacy role</p>	<p>Sent email to President and or Executive of the St. Thomas-Elgin Medical Association requesting a meeting to share this suggestion.</p>
<p>Incentive Grant Funding</p>	<p>consider removing the restrictions on what the grant can be used on.</p>	<p>For discussion with the HRP; potential to use grants for other things not necessarily related to initiating the practice</p>

	Consider increasing the amount of grant	For discussion with HRP; will require additional budget funds.
	Tax Breaks for recruits who purchase properties	For discussion with HRP; will require a review of tax implications and legislative ability
Scholarship Funding	Consider expanding the Scholarship criteria to include “Local” students who are training at medical schools outside of Canada.	Will flag the scholarship program for 2023 to have changes drafted into the program. Will have the HRP committee review the proposed changes prior to the scholarship documents being sent out in October 2023.
Supports to New Physicians	Assist new physicians with finding & accessing Business Training or Business Set up and operations. – small business enterprise centre Locum coverage was expressed as difficult to arrange & expensive. What are the options?	Contacted Elle Crevits from Small Business Development Center and discussed the support required by new physicians. She has agreed to attend events, meet with them one on one and provide ongoing support until they have set up their new practices.
Proactive Planning to support recruitment of family doctors and specialists	Share the concerns on the succession rate of Specialists in Elgin County and ensure that the most responsible organization for recruitment of these Specialists recognize this. Identify the number of Family physicians in Elgin County who do not operate their clinic using an EMR. Identify the Family Physicians who could potentially retire in the next 2-5 years.	To be shared in the community At the present time there are 4 family physicians in St. Thomas-Elgin County who do not use an electronic medical record. 2- Fee for service physicians 2-Elgin FHO. At this point, eight (8) doctors have been identified that can retire

Support from Municipalities	Identify how the Municipalities can assist the Family Medicine Physicians in advocating to the Ministry and OMA possible ideas for decreasing fm physicians work load, roster sizes, & model of practice limitations etc., Identify how the Municipalities can assist the FM Physicians to work with Medical Schools to share data in a timely, user friendly way.	An educational session is being provided by the Nurse Practitioners Association to the HRP committee in March for info sharing on what a NP can provide to patients and the community. Still looking for opportunities
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